

AMERICANS WITH DISABILITIES ACT

The Americans with Disabilities Act (ADA) gives federal civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications.

It is the policy of the State of Montana that discriminatory barriers to employment in state government on the basis of disability must be eliminated, in accordance with relevant state and federal law such as the Montana Human Rights Act of 1974, Section 504 of the Rehabilitation Act of 1973, and Titles I and II of the ADA of 1990. Several state personnel policies refer to the various provisions of these laws. The intent of this policy statement is to link together these provisions into one consolidated policy statement. Following is the agency progress report of ADA compliance:

KEY

Removing Physical Barriers:

A = All facilities are in the Capitol Complex.

B = No planning or initiatives in this area.

C = Preliminary planning underway in this area.

D = A well-developed transition plan exists and partial activity in this area.

E = A well-developed transition plan exists and major activity in this area.

F = Transition plan activities are complete; review process in place for new facilities.

ADA Implementation Progress:

0 = No planning or initiatives in this area.

1 = Preliminary planning underway in this area.

2 = A well-developed written self-evaluation exists in this area.

3 = Well-developed plans exist and partial activity in this area.

4 = Well-developed plans exist and major activity in this area.

5 = Major evidence of accessibility in this area.

6 = Continual review process in place to monitor need for activity as changes occur.

AMERICANS WITH DISABILITIES ACT OF 1990 (ADA)

2001 BIENNIUM PROGRESS REPORT

Implementation Progress

Agency	Program	Removing Physical Barriers	Services	Employ- ment	Public Meetings	Staff Training
Legis Serv 1104	All	A	5	5	5	1
Consumer Counsel 1112	1	B	6	6	6	0
Supreme Ct 2110	All	A	0	0	0	0
Governor 3101	All	A	6	6	6	6
Sec of State 3201	All	F	6	6	6	6
Pol Practices 3202	1	A	0	0	0	0
St Auditor's 3401	All	A	6	6	6	6
OPI 3501	All	F	5	6	5	6
College Tech 3513	All Gt Falls	F	6	5	5	5
College Tech 3514	All Helena	D	4	3	5	3
BdCrimeCon 4107	All	A	6	6	6	6
Justice 4110	1 Atty Gen/legal	A	3	5	3	2
4110	7 Gamble Control	B	6	6	6	6
4110	12,17 Motor Vehicles	C	6	6	2	6
4110	13 Hwy Patrol	C	2	5	2	3
4110	18 Law Enforcement Services	C	1	5	1	1
4110	22 Law Enforcement Academy	E	0	5	4	1
4110	28 Central Serv & Plan	A	5	5	5	3
4110	29 Comp Serv & Plan	A	1	5	1	1

4110	32 Forensic Science	E	1	5	1	1
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Implementation Progress

Agency	Program	Removing Physical Barriers	Services	Employment	Public Meetings	Staff Training
Public Service Commission 4201	1	F	6	6	6	6
Bd of Public Education 5101						
ComHighEd 5102	1 Admin	F	6	6	6	6
5102	2 Student Asst Prog	F	6	6	6	6
5102	3 Eisenhower Gr	F	6	6	6	6
5102	5 Benefits Group	F	5	6	6	5
5102	6 Talent Search	F	3	3	3	3
5102	8 Perkins Program	F	5	6	5	6
5102	12 Guar Student Loan	F	6	6	6	6
5102	13 Bd of Regents	F	6	6	6	6
U of M 5103	All	E	4	6	6	6
MSU-Boz 5104	All	D	5	5	5	5
MT Tech/UM 5105	All	D	3	6	3	6
MSU-Billings 5106						
5107-MSU Northern						
WMC-UM 5108						
MSU Agric Exper Station 5109						

5110 Coop Ext Service						
School for Deaf & Blind 5113	1 Admin	C	3	5	5	3

Implementation Progress

Agency	Program	Removing Physical Barriers	Services	Employ- ment	Public Meetings	Staff Training
5113	3 Student Services	C	3	5	5	3
5113	4 Education	C	3	5	5	3
MT Arts Council 5114	1	E	5	6	6	1
State Library 5115	1	A	5	5	5	1
Hist Society 5117	All-excludes original Gov mansion	A	5	4	5	3
Fire Services Trng School 5119						
FWP 5201	1 Admin & Finance	D	3	4	4	3
5201	2 Field Services	A	4	4	5	3
5201	3 Fisheries	E	5	5	5	3
5201	4 Law Enforcement	D	4	5	N/A	3
5201	5 Wildlife	D	4	4	5	3
5201	6 Parks	E	4	4	5	3
5201	8 Consv Education	D	3	4	5	3
5201	9 Mgmt	D	3	4	5	3
DEQ 5301	10 Central Services	A,F	1	1	1	1
5301	11 Petroleum Board	C	1	1	1	1

5301	20 Prevention Plan & Asst	A,F	1	1	1	1
5301	30 Enforcement	A,F	1	1	1	1
5301	40 Remediation	C	1	1	1	1
5301	50 Permit & Compliance	A,F	1	1	1	1

Implementation Progress

Agency	Program	Removing Physical Barriers	Services	Employment	Public Meetings	Staff Training
Transportation 5401	1 General Operation	F	6	6	6	6
5401	2 Construction	E	4	5	5	4
5401	3 Maintenance	F	4	4	6	6
5401	7 Motor Pool	F	5	6	6	6
5401	8 Equipment	F	6	6	6	6
5401	22 Motor Carrier Svcs	E	4	4	6	6
5401	40 Aeronautics	F	6	6	6	6
5401	50	F	6	6	6	6
Livestock 5603	1	D	3	0	1	0
DNRC 5706	4 Trust Land Dev	F	5	6	6	6
5706	21 Central Services	F	5	6	6	6
5706	22 Oil & Gas	F	5	6	6	6
5706	23 Consv Res Develop Council	F	5	6	6	6
5706	24 Water Resource Dev	F	5	6	6	6
5706	25 Reserved Water Rights	F	5	6	6	6
5706	35 Forestry	C	1	1	1	1

Revenue 5801	1 Directors Office	A	4	4	4	2
5801	2 Operation	A	3	4	3	2
5801	5 Liquor	F	5	4	5	2
5801	6 Income Tax	A	3	4	5	2
5801	7 Nat' Res Corp Tax	A	3	4	5	2
5801	8 Property Tax	D	1	4	3	2
Administration 6101	6 Procure & Printing	A	1	5	5	1

Implementation Progress

Agency	Program	Removing Physical Barriers	Services	Employ- ment	Public Meetings	Staff Training
6101	6 Property & Supply	B	5	5	5	5
6101	6 Publications & Graphics	A	1	5	1	1
6101	3 Acct & Mgmt	A	6	6	6	6
6101	4 Arch & Engineering	A	5	5	5	5
6101	7 Info Svcs	A	1	6	1	2
6101	8 Gen Svcs	A,F	6	6	6	6
6101	13 Mail Rm	A	0	0	0	0
6101	23 Personnel	A	5	6	6	5
6101	24 Risk Mgmt	A,C	1	6	1	1
6101	37 State Tax Appeal	A	6	6	6	6
Appellate Def 6102	1	F	5	5	5	5
State Fund 6103	All	D	6	6	6	3
PubEmp Ret 6104	1 thru 9, 35	F	2	2	3	1

Teach Ret 6105	1	A	3	6	3	6
Agriculture 6201	15 Mgmt	A	6	6	6	6
6201	30 Agric Sciences	E	5	6	5	6
6201	50 Agric Develop	E	5	6	5	6
Corrections 6401	Riverside Youth	E	5	5	0	1
6401	MSP Admin Wallace Bldg	D	5	5	0	1
6401	MSP Security Facility	D	5	5	0	1
6401	3 Pine Hills	E	5	5	0	1
6401	MCE	C	3	3	0	1
6401	TSCTC	E	5	5	0	1

Implementation Progress

Agency	Program	Removing Physical Barriers	Services	Employ- ment	Public Meetings	Staff Training
6401	JuvTrans Ctr	B	0	0	0	1
6401	Prob/Parole	B	0	1	0	1
6401	MWPrison	D	5	3	0	1
6401	DOC Central	A	0	4	3	3
Commerce 6501	2 Weights & Measures	D	6	6	6	6
6501	36 Financial	D	6	6	6	6
6501	39 Prof & Occ Lic	D	6	6	6	6
6501	51 Economic Development	D	6	6	6	6
6501	52 Travel Montana					
6501	54 Section 8					

6501	60 Local Govt Asst	D	6	6	6	6
6501	62 Local Govt Svc	D	6	6	6	6
6501	64 Local Govt Asst	D	6	6	6	6
6501	65 Building Codes	D	6	6	6	6
6501	71 Health Facility Auth	D	6	6	6	6
6501	73 Science & Tech All	D	6	6	6	6
6501	74 Bd of Housing	D	6	6	6	6
6501	75 Bd of Investment	D	6	6	6	6
6501	77 MT Lottery	D	6	6	6	6
6501	78 Bd of Horseracing					
6501	79 Legal & Con Affairs	D	6	6	6	6
6501	81 Mgmt	D	6	6	6	6
Labor & Ind 6602	1 Job Service	F	6	6	6	3

Implementation Progress

Agency	Program	Removing Physical Barriers	Services	Employment	Public Meetings	Staff Training
6602	2 Unemploy Insurance	F	5	5	5	5
6602	3 Central Service	A	2	6	6	2
6602	4 Employee Relations	E	3	4	3	2
6602	8 Human Rights	F	5	6	6	6
6602	9 Work Comp Court	F	6	5	6	3
Military Affairs 6701	1 Operation Support	C	1	5	4	1
6701	12 Army Nat'l Guard	D	2	6	6	3

6701	13 Air Nat'l Guard	F	6	5	5	1
6701	21 Disaster & Emer Svc	C	2	5	4	1
6701	31 Veteran's Affairs	F	6	5	5	1
PHHS 6901	22 MT Vet's Home	D	4	4	4	4
6901	22 Sr & LTC	E	4	4	4	4
6901	3 Child & Family Svc	D	4	4	4	4
6901	4 *see below	D	4	4	4	4
6901	5 CSED	F	5	5	5	5
6901	7 Health Policy & Svc	E	4	5	4	4
6901	8 Quality Assurance	E	4	4	4	4
6901	9 OP & Tech	E	4	4	4	4
6901	10 Disability Services	D	4	4	4	4
6901	33 Addiction & Mental Disorders	D	4	4	4	4

*Statewide Advisory Councils, American Indian Advisory Council, Office of Legal Affairs, Office of Human Resources, Office of State & Local Relations, Office of Public Information